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ABSTRACT

This report summarizes the findings of a national study to determine what skills and competencies are needed by beginning employees on sheep ranches and farms, lamb feedlots, and in the sheep shearing industry. The research procedure, which involved determining from the sheep industry the competencies needed by beginning employees in the thirteen sheep production occupations, is described. Findings are presented in tabular form: 1,510 competencies rated and ranked in the thirteen occupations, approximately 70% of them rated "essential" or "important." Conclusions and recommendations are included regarding use of the findings in developing secondary vocational programs. A brief paragraph job description precedes the list of competencies for each occupation: sheep rancher, sheep ranch foreman, sheep ranch hand, sheep herder, camp tender, lamber, the lamb feeder, lamb feedlot foreman, lamb feedlot laborer, contract sheep shearer, sheep shearer, fleece tier, and wool sacker. (HD)

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SHEEP PRODUCTION OCCUPATIONS

SKILLS AND COMPETENCIES

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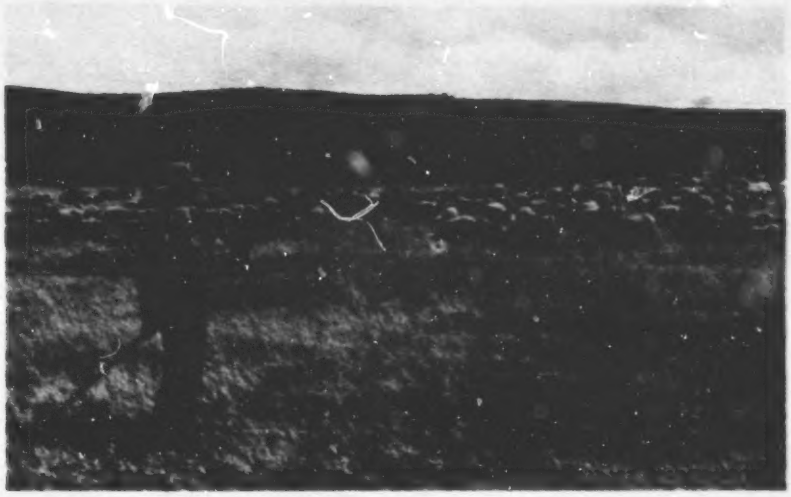

SKILLS AND COMPETENCIES NEEDED BY BEGINNING EMPLOYEES
ON SHEEP RANCHES AND FARMS, LAMB FEEDLOTS,
AND IN THE SHEEP SHEARING INDUSTRY

A Joint Project conducted by the
Agricultural Education Section, Department of Vocational Education
at Colorado State University in Cooperation with the State
Board for Community Colleges and Occupational Education

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TABLE OF CONTENTS

	Page
INTRODUCTION	1
ACKNOWLEDGEMENTS	1
PURPOSE OF THE STUDY	2
DEFINITION OF TERMS	2
RESEARCH PROCEDURE	3
SUMMARY OF FINDINGS	4
CONCLUSIONS	6
RECOMMENDATIONS	7
THE SHEEP RANCHER	8
THE SHEEP RANCH FOREMAN	16
THE SHEEP RANCH HAND	21
THE SHEEP HERDER	24
THE CAMP TENDER	27
THE LAMBER	29
THE LAMB FEEDER	31
THE LAMB FEEDLOT FOREMAN	36
THE LAMB FEEDLOT LABORER	40
THE CONTRACT SHEEP SHEARER	43
THE SHEEP SHEARER	46
THE FLEECE TIER	47
THE WOOL SACKER	48

INTRODUCTION

Agriculture and more specifically, the Sheep Industry, must have a dependable supply of qualified labor in order to survive and provide the nation with increasing quantities of food and fiber. Training programs established to provide qualified persons to enter the various occupations must be based upon the skills and competencies necessary for an individual to enter and succeed in their chosen occupations. These skills and competencies should be based upon the needs of the Sheep Industry.

This report summarizes the findings of a national study to determine what skills and competencies are needed in the sheep production industry. The study was conducted by the Agricultural Education Section of the Vocational Education Department, Colorado State University and basically followed the guidelines established by the National Agriculture Occupation Competency Project.

ACKNOWLEDGEMENTS

The project staff acknowledges with gratitude the assistance of several individuals and groups during the progress of this national report.

**The Colorado State Board for Community Colleges and Occupational Education for their foresight and financial assistance.

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**The Sheep Extension Specialists in all states for their cooperation and encouragement.

**The members of the Colorado Wool Growers Association, National Wool Growers Association, National Lamb Feeders Association, Lamb Feeders in northeastern Colorado, selected sheep producers, and sheep shearers who so generously gave of their time and experiences to examine and respond to the competencies.

**The following persons who assisted in the development of the initial questionnaires: Dr. Irving Cross, Dr. Glen Rask, and Mr. Hal Yeager, all of Colorado State University; Mr. Harry Murphy, Windsor, Colorado; Dr. Tom Wickersham, Iowa State University; and Mr. Fred Hagen, Covina, California.

CE 008 206

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PURPOSE OF THE STUDY

The primary purpose of this study was to determine from the sheep industry the competencies needed by beginning employees in the thirteen sheep production occupations. The results should lead to better knowledge of the skills and competencies that should be taught in vocational agriculture programs and other programs to train students for employment in the sheep industry. In order to achieve this purpose, the following specific objectives were developed as guidelines for conducting the research:

1. To determine the importance and rank of each competency to enter sheep production occupations.
2. To determine the regional differences in the competencies required to enter three representative occupations.
3. To determine the differences in competencies required to enter all three representative occupations as found between large and small owner/operators.
4. To determine the differences in competencies required to enter the occupation of sheep rancher as determined by purebred and commercial sheep producers.

DEFINITION OF TERMS

1. Beginning competencies - These are the specific knowledges, abilities, skills, or understandings necessary for successful entry into one of the sheep production occupations.
2. Purebred Sheep Producer - A producer whose sheep are not crossbred sheep but are of known registered ancestry.
3. Commercial Sheep Producer - A producer whose sheep are not registered but are either straightbred or crossbred sheep.

RESEARCH PROCEDURE

Since the study was part of the National Agriculture Occupation Competency Project, the guidelines and procedures established for the National Project were either met or exceeded in the conduct of this study.

The development of the competency lists included the investigator's graduate advisory committee as well as other recognized experts in the sheep industry. The thirteen competency lists were validated in the state of Colorado by teams representing the three segments of the sheep industry. A total of 78 persons in Colorado assisted in this validation effort. The competency lists were revised based on the ratings and counsel of the validation teams.

Four populations were selected to respond to the lists of competencies representing the three segments of the sheep industry. Members of the National Wool Growers Association and a group of sheep producers selected by sheep extension specialists reacted to the six sheep ranch occupations. Members of the National Lamb Feeders Association rated the competencies needed by beginning employees in the lamb feeding industry and sheep shearers listed by sheep extension specialists responded to the competencies in the sheep shearing occupations.

The data from these respondents was punched on data cards to facilitate statistical treatment by the computer. Using a scale from zero to four, a weighted mean score was computed for each competency. The competencies were listed in order of importance according to these means. Only the competencies receiving a mean score of 2.5 or higher are listed in this summary. Competencies with mean scores between 2.5 and 3.5 are "important", while those with means above 3.5 are considered "essential".

Three occupations were chosen as representative of the three segments of the sheep industry and a total of seven one-way analysis of variance tests were conducted to determine if differences existed between the mean scores according to three variables. The first variable was location, whether the respondent lived in one of the thirteen western states or the remaining eastern states. The competencies were coded with the letter "A" if the significant differences existed between mean score of western and eastern respondents. The second variable was size, with the larger operators' responses compared with the smaller operators' responses and these were coded with the letter "B". The third variable was whether or not the sheep

ranchers owned over fifty percent purebreds. The competencies having significant different means between these two groups were coded with the letter "C".

SUMMARY OF FINDINGS

A total of 372 useable responses from 35 states represented a 63 percent return. The respondents represented over 1.2 million sheep and employed over 1400 employees in their sheep enterprises. Approximately 85 percent of the respondents had been in the sheep business over ten years.

Table I summarizes the results of all thirteen sheep production occupations. The sheep ranchers and lamb feeders ranked many skills in the essential category. The contract shearer, in contrast, rated nearly 20 percent of his employees' competencies "essential" while only five percent of his own were ranked that high.

The great majority of the competencies were "important" and received mean scores between 2.5 and 3.5. The second largest category was "of some importance". Only the competencies receiving a mean score above 2.5 are listed in this report. Table I indicates there were 1,520 competencies rated and ranked in the thirteen occupations. Approximately 70 percent of these were "essential" or "important".

TABLE I Summary of Rankings for All Thirteen Sheep Production Occupations.

Occupations	Total Competencies	"Essential" 3.5 and Above Number	Percent	"Important" 2.5 to 3.5 Number	Percent	"Of Some Importance" 1.5 to 2.5 Number	Percent	"Rejected" Below 1.5	Percent
Sheep Rancher	306	40	13	206	67	54	18	6	2
Foreman	314	9	3	163	52	129	41	13	4
Ranch Hand	167	0	0	83	50	74	44	10	6
Sheep Herder	91	3	3	68	75	20	22	0	0
Camp Tender	37	0	0	30	81	7	19	0	0
Lamber	41	3	7	27	66	11	27	0	0
Lamb Feeder	207	21	10	143	69	43	20	0	0
Feedlot Foreman	162	0	0	110	68	51	31	1	1
Feedlot Laborer	73	1	1	66	91	6	8	0	0
Contract Shearer	69	3	5	52	75	14	20	0	0
Sheep Shearer	1[illegible]	4	24	7	41	6	35	0	0
Fleece Tier	15	3	20	8	54	3	20	1	1
Wool Sacker	21	4	19	9	43	7	33	1	5
Total	1520	91	6	972	64	425	28	32	2

CONCLUSIONS

1. Eight sheep production occupations have sufficient essential and important competencies to warrant training programs at the secondary level in vocational agriculture where opportunity for employment and student interest exists. Those occupations are: sheep rancher, sheep ranch foreman, sheep ranch hand, sheep herder, lamb feeder, lamb feedlot foreman, feedlot laborer, and contract sheep shearer. This does not exclude the training for the other five sheep production occupations. They have a limited number of essential and important skills and might more efficiently be trained using specialized training programs on a short term basis.

2. The sheep industry is not geographically uniform in its needs for beginning employees. There are important geographical differences which are evident between the western thirteen states and the remaining eastern states. Using only the three representative occupations, there were 64 competencies which received significantly different ratings by the sample populations from western states and eastern states.

3. The large operations evaluate competencies differently than do the smaller operations. There was a total of 98 competencies which received different ratings in the three representative occupations from the large owner/operators and small owner/operators. Generally, the smaller sheep rancher gave more importance to the majority of competencies where differences existed. The opposite was true with the lamb feeders as the larger feeders generally rated the majority of competencies higher than the smaller feeders.

4. The purebred breeder places much more importance upon many competencies than does the commercial sheep producer. Many of the competencies where significant differences did exist were rated rather high by the commercial sheep producer.

5. Many of the occupations in the sheep production industry have competencies which are common. Many of the competencies in the sheep industry are common to other animal production occupations.

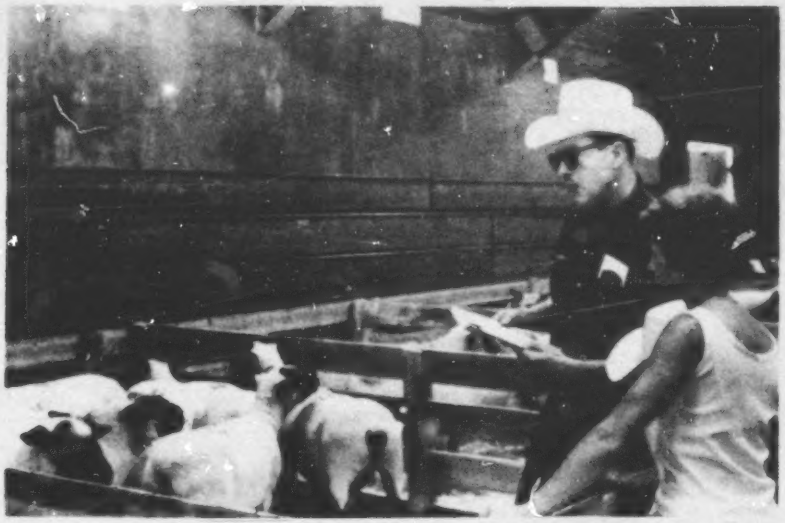
RECOMMENDATIONS

1. The use of a local advisory committee is essential. They must review those occupations for which training is needed in the local area. They must pay special attention to those competencies with a code of A, B, or C to determine if they are needed by workers in the local area.

2. Curriculum planning should be based upon the competencies as ranked by those in the Sheep Industry. At no time should an important competency be taught at the expense of an essential task. In-service programs must be conducted by individual states to prepare teachers of vocational agriculture to incorporate competency studies into their programs.

3. Competency studies developed for other agricultural occupations needed in the local situation must be studied and the essential and important competencies must be incorporated into a comprehensive program of vocational agriculture. Local vocational agriculture teachers and advisory committees must develop programs from individual occupational competency lists, not from common competency lists or clusters of occupations. Individual training plans for students can be developed from individual occupational competency lists based on each student's occupational objective. They can be used to develop supervised occupational experience programs, Future Farmer activities, as well as the classroom-laboratory instructional programs.

THE SHEEP RANCHER



The most important competency for the beginning Sheep Rancher is selecting and purchasing desirable breeding stock.

JOB DESCRIPTION: He is the individual who is responsible for the success or failure of the sheep production enterprise as he makes all the critical management decisions. These decisions include those in marketing, breeding, shearing, feed production and feeding. He supervises all labor and operations of the sheep ranch. He keeps records and develops health and predator control programs. He constructs facilities and equipment using hand and power tools. He operates and maintains power machinery and equipment. He performs legislative and service activities. Other titles: Sheep Farmer, Sheep Breeder, Sheep Producer, or Wool Grower.

THE SHEEP RANCHER

n = 41

Competencies		Mean Score	*
1.	Selects and purchases desirable breeding stock	3.78	
2.	Identifies symptoms of common diseases	3.76	
3.	Prevents common diseases and parasites	3.73	
4.	Determines the best type of feeding program	3.71	
5.	Determines when to market sheep	3.70	
6.	Buys feed at the best price	3.70	
7.	Determines range or pasture quality and quantity	3.70	C
8.	Identifies symptoms of common parasites	3.70	
9.	Culls breeding stock	3.70	
10.	Keeps purchases and sales records	3.67	A
11.	Interprets labels on medication, drugs and pesticide containers	3.66	A,B
12.	Determines when to start and stop breeding season	3.65	
13.	Keeps financial records	3.63	
14.	Determine which breed(s) or type of sheep is best suited to the local situation	3.63	
15.	Dock lambs	3.63	
16.	Calculate cost of rations	3.63	
17.	Isolates sheep with transmissible diseases	3.62	
18.	Identifies defects in sheep	3.62	
19.	Develops and balances rations	3.60	
20.	Determines when and what supplemental feed must be fed	3.59	
21.	Plans efficient utilization of feed, water and storage facilities	3.59	
22.	Identifies spoiled feed	3.59	
23.	Determines capacity of a given amount of pasture or rangeland	3.59	A,C
24.	Determines when to rotate pastures to control diseases and parasites	3.58	A,B
25.	Counts sheep	3.57	
26.	Determines long and short term goals of the operation	3.57	
27.	Uses power tools safely	3.57	
28.	Determines proper amounts to feed various sheep	3.55	
29.	Determines where to market sheep	3.54	
30.	Keeps livestock and equipment inventories	3.54	
31.	Feeds sheep	3.53	
32.	Determines ratio of rams per 100 ewes	3.53	
33.	Uses hand tools safely	3.52	
34.	Properly stores wool	3.52	
35.	Determines water requirements for flock	3.51	

* A = East/West differences existed

B = Large/small rancher differences existed

C = Purebred/Commercial rancher differences existed

Competencies (Rancher)		Mean Score	*
36.	Identifies injuries on sheep	3.51	
37.	Assists ewes in lambing	3.51	B
38.	Determines amounts of medication or materials needed in specific situations	3.50	
39.	Develops a vaccination program	3.50	
40.	Turns rams in with ewes	3.50	B
41.	Plans the efficient utilization of all available resources, such as water, timber and rangeland	3.48	
42.	Keeps personal records	3.48	
43.	Instructs employees on safe use of hand and power tools	3.47	
44.	Determines nutrient requirements	3.46	
45.	Determines when to shear sheep	3.46	
46.	Identifies and corrects sanitation problems	3.46	B
47.	Determines age	3.45	B
48.	Distributes salt and mineral blocks	3.44	
49.	Balances rations for lambs on feed	3.44	
50.	Plans the efficient utilization of and layout of pens and shelter	3.44	B
51.	Properly loads sheep	3.44	
52.	Calculates feed efficiency	3.43	
53.	Identifies feeds	3.43	
54.	Determines efficiency of production	3.42	
55.	Cleans and fills waterers	3.42	B
56.	Castrates lambs	3.41	
57.	Inspects sheep for defects	3.41	
58.	Greases and oils equipment	3.41	
59.	Reads and interprets instructions on power tool operation	3.40	
60.	Feeds lambs	3.39	
61.	Identifies nutrient deficiencies in sheep	3.39	
62.	Determines equipment needed to feed sheep	3.39	
63.	Develops a maintenance schedule for vehicles and equipment	3.39	
64.	Identifies predator losses	3.38	A,C
65.	Grafts orphan lambs	3.38	
66.	Marks, notches, tags, or tattoos ears	3.38	
67.	Determines market costs	3.37	
68.	Keeps records of vaccinations, disease treatment and death	3.37	A
69.	Calculates the cost of various health programs	3.37	
70.	Selects and purchases drugs and veterinary supplies	3.37	B
71.	Plans work schedules	3.37	
72.	Determines equipment needed to feed sheep	3.36	
73.	Flushes ewes and rams	3.35	
74.	Determines condition of teeth	3.35	B
75.	Maintains production records	3.35	A,B
76.	Trains employees	3.34	

* A = East/West differences existed
B = Large/small rancher differences existed
C = Purebred/Commercial rancher differences existed

Competencies (Rancher)	Mean Score	*
77. Removes manure from quarters or pens	3.34	
78. Reads and interprets operator's manual or assembly diagrams	3.34	
79. Adds coolant to cooling systems	3.34	
80. Interprets market reports	3.34	
81. Vaccinates sheep	3.33	B
82. Maintains records of predator and other death losses	3.33	
83. Determines net worth of operation	3.33	
84. Constructs or repairs permanent fences	3.33	
85. Hires and fires employees	3.33	
86. Identifies poisonous plants	3.33	
87. Inspects equipment for defects	3.32	
88. Operates a tractor	3.32	B
89. Constructs or repairs temporary fences	3.31	
90. Worms sheep	3.31	B
91. Determines the value of land to rent or buy	3.31	
92. Insures timeliness of all operations	3.31	
93. Paint brands	3.30	
94. Removes incompatible sheep from flock	3.30	
95. Revives chilled lambs	3.30	B
96. Weans lambs	3.29	
97. Determines relative nutrient value of feedstuffs	3.29	
98. Identifies signs of approaching birth	3.29	A,B,C
99. Constructs or repairs feed racks, bunks, troughs, etc.	3.29	
100. Sets up and maintains record keeping systems	3.28	
101. Assists accountant in preparing tax return	3.28	
102. Drenches sheep	3.27	B
103. Identifies tools	3.27	
104. Buys farm equipment and machinery	3.27	
105. Determines the costs of construction and repairs	3.27	
106. Determines cleaning and sanitation requirements for the operation	3.26	A
107. Maintains records of private and government leases and permits	3.26	
108. Keeps record of costs involved in the disease and injury prevention and treatment	3.26	
109. Interprets feed tags and labels	3.26	
110. Interprets feed analysis reports	3.26	
111. Checks ewes' milk supply	3.25	B
112. Inflates tires	3.25	
113. Changes oil and oil filters	3.25	
114. Assists lambs in first nursing	3.25	B
115. Determines when lambs may be started on roughages and grain	3.24	
116. Buys supplies and materials	3.24	
117. Prepares a budget	3.23	
118. Isolates newly purchased animals	3.23	B

* A = East/West differences existed
B = Large/small rancher differences existed
C = Purebred/Commercial rancher differences existed

Competencies (Rancher)	Mean Score	*
119. Attends breeding stock sales and purchases stock	3.23	
120. Shoots predators	3.23	
121. Stores pesticides, vaccines and medications	3.22	B
122. Controls weeds or non-forage plants in pasture or rangeland	3.22	
123. Executes responsibility for payroll and withholding	3.21	
124. Compares costs of various marketing alternatives	3.20	
125. Suggests to workers improvements in methods of accomplishing work	3.20	
126. Arranges for transportation	3.20	
127. Classifies or grades sheep for marketing	3.20	A
128. Keeps personnel records	3.20	
129. Determines when to use professional services	3.20	
130. Removes or buries dead animals	3.18	B
131. Uses production records as a selection tool	3.18	B
132. Plans effective use of equipment	3.17	
133. Uses scales and records weights of crops, feed, or sheep	3.16	
134. Installs and adjusts belts or chains	3.16	
135. Operates a truck loaded with sheep	3.16	
136. Installs and services batteries	3.16	
137. Checks rams for epididymitis	3.16	
138. Selects a wool market	3.15	
139. Stores feed crops	3.15	B
140. Cleans tools	3.14	
141. Constructs or repairs and hangs gates and doors	3.13	
142. Buys parts and supplies for machinery	3.12	
143. Figures depreciation	3.12	
144. Assigns workers according to skills and interests	3.12	
145. Determines transportation needs	3.12	
146. Contracts with wool shearing firm	3.12	
147. Adjusts power tools	3.12	
148. Weighs sheep	3.10	
149. Evaluates influence of market grade on net return	3.10	A
150. Disinfects buildings and equipment	3.09	B
151. Cleans debris and dirt from vehicles	3.09	
152. Catches mature sheep with hands or crook	3.08	
153. Estimates weight of lambs	3.08	
154. Judges prospective employee qualifications	3.07	
155. Identifies hardware	3.07	
156. Reads and interprets various lease and grazing agreements	3.05	
157. Constructs lambing pens (jugs)	3.05	B
158. Sorts sheep according to size, weight, sex, and condition	3.03	
159. Maintains equipment maintenance	3.02	
160. Develops harmonious relationships with workers	3.02	

* A = East/West differences existed
B = Large/small rancher differences existed
C = Purebred/Commercial rancher differences existed

Competencies (Rancher)	Mean Score	*
161. Preconditions animals prior to shipment	3.02	A,B
162. Selects and purchases desirable lambs	3.02	
163. Determines safety precautions to be observed	3.02	A,B
164. Negotiates specific arrangements with employees as to wages, hours, fringe benefits, etc.	3.02	
165. Supplies medication through feed and water	3.02	
166. Removes and disposes of dead lambs	3.02	
167. Replaces valves in water system	3.00	
168. Develops bill of materials	3.00	A,C
169. Trims feet	3.00	A,B,C
170. Plants feed crops	3.00	B
171. Treats nicked or cut sheep	2.98	B
172. Replaces fuses	2.98	
173. Determines rate of gain	2.98	
174. Maintains vehicle records	2.98	
175. Pills sheep	2.98	B
176. Plans the insurance program for the operation	2.98	
177. Fertilizes feed crops	2.98	B
178. Guards flock against predators	2.98	
179. Replaces belts and pulleys	2.96	
180. Repairs leaks in roof of buildings	2.95	
181. Maintains breeding records	2.95	A,C
182. Sharpens tools	2.95	
183. Observes employees compliance to safety precautions	2.95	
184. Develops a predator control program based on habits and life cycles of various predators	2.95	
185. Identifies various breeds	2.95	
186. Harvests feed crops	2.95	B
187. Feeds grazing sheep supplemental rations	2.95	
188. Replaces and adjusts spark plugs	2.93	
189. Repacks bearings	2.93	
190. Identifies points or traits which breed associations discriminate against	2.93	B,C
191. Spreads manure	2.91	B
192. Cultivates feed crops	2.90	
193. Interprets sire summaries and production records	2.88	A,C
194. Sorts lambs by weight and grade	2.88	
195. Calculates shrinkage of sheep	2.88	
196. Identifies body parts	2.88	
197. Repairs faucets	2.86	
198. Cares for orphan lambs	2.86	B
199. Attends field days or workshops conducted by governmental agencies or breed associations	2.85	
200. Attends various association meetings or conventions	2.85	

* A = East/West differences existed
B = Large/small rancher differences existed
C = Purebred/Commercial rancher differences existed

Competencies (Rancher)	Mean Score	*
201. Develops a working drawing of a structure to be built	2.84	
202. Clips ram for breeding	2.84	A,B,C
203. Replaces water pipe	2.82	
204. Tags ewes prior to lambing or breeding	2.82	B
205. Repairs electrical cords and broken wires	2.80	
206. Identifies due dates of pregnant ewes	2.79	A,B,C
207. Properly uses baits and poisons	2.78	
208. Hauls wool to market	2.78	
209. Sprays sheep	2.77	
210. Prepares carriers for hauling	2.77	
211. Interprets progeny testing records	2.74	A,C
212. Bundles and ties fleece	2.74	
213. Corresponds with legislators	2.74	
214. Isolates ewes for lambing	2.73	B,C
215. Supervises shearing crew	2.73	
216. Interprets various bills	2.73	
217. Mixes feed	2.70	
218. Grubs out or otherwise removes poisonous plants	2.70	B
219. Records information of individual ewe performance	2.69	A,B,C
220. Determines which regulatory laws concerning employees, apply to the operation	2.69	
221. Replaces electrical switches	2.69	
222. Paints newborns navel with iodine	2.66	A,B,C
223. Informs employees of benefits and responsibilities under regulatory laws	2.64	
224. Restrains mature sheep	2.64	B
225. Maintains official production records	2.63	A,B,C
226. Consigns breeding stock to sales	2.63	A
227. Registers breeding stock	2.63	A,C
228. Develops resolutions for legislators	2.63	
229. Exercises sheep	2.63	
230. Bathes sheep in foot bath	2.62	B,C
231. Determines when to move camp	2.62	
232. Beds down pregnant ewes	2.62	A,B,C
233. Calculates yield of wool	2.60	
234. Tends flock grazing on pasture or range	2.60	
235. Replaces window pane	2.60	
236. Reconditions tools	2.60	
237. Shears wool with power driven clippers	2.58	B
238. Milks ewes	2.57	B,C
239. Administers artificial respiration to newborn lambs	2.56	A,B
240. Employs a trapper and directs his activities	2.56	A,B,C
241. Assists youth in selecting project animals or foundation stock	2.54	

* A = East/West differences existed
B = Large/small rancher differences existed
C = Purebred/Commercial rancher differences existed

Competencies (Rancher)	Mean Score	*
242. Dispose of predator carcasses	2.53	
243. Interprets pedigrees	2.52	A,C
244. Builds and removes concrete forms	2.51	
245. Adjusts carburetors	2.50	
246. Testifies before hearings	2.50	B

* A = East/West differences existed
B = Large/small rancher differences existed
C = Purebred/Commercial rancher differences existed

SHEEP RANCH FOREMAN

The Sheep Ranch Foreman must be able to supervise many operations. He and the Ranch Hand are properly loading sheep.

JOB DESCRIPTION: The Sheep Ranch Foreman supervises and coordinates the activities of workers engaged in breeding, lambing, feeding, herding, predator control, and in the construction and repair of fences, pens, and buildings using hand and power tools. He keeps records and makes some management decisions. Most of his activities are determined by the sheep rancher. He participates in marketing activities and has many health related tasks. He performs many technical duties, such as castrating and docking and is responsible for some feed production and machinery operation and maintainance.

SHEEP RANCH FOREMAN

N = 38

Competencies		Mean Score
1.	Docks lambs	3.70
2.	Determines condition of a flock or pen of sheep	3.64
3.	Castrates lambs	3.64
4.	Properly loads sheep	3.60
5.	Identifies signs of approaching birth	3.56
6.	Plans work schedules	3.54
7.	Develops harmonious relationships with employees	3.53
8.	Suggests improvements to worker in methods of accomplishing work	3.53
9.	Determines condition of teeth	3.51
10.	Determines proper amounts to feed various sheep	3.49
11.	Determine age	3.49
12.	Plans efficient utilization of feed, water and storage facilities	3.49
13.	Determine labor needed and prepares for peak work loads	3.49
14.	Identifies defects in sheep	3.48
15.	Maintains predator loss records and other death losses	3.48
16.	Trains employees	3.48
17.	Determines water requirement	3.46
18.	Culls breeding stock	3.45
19.	Insures timeliness of operations	3.45
20.	Turns rams in with ewes	3.44
21.	Identifies spoiled feed	3.44
22.	Feeds sheep	3.39
23.	Sorts sheep according to size, weight, sex and condition	3.38
24.	Assigns workers according to skills and interests	3.38
25.	Properly stores wool	3.37
26.	Assists ewes in lambing	3.37
27.	Plans effective use of equipment	3.37
28.	Counts sheep	3.37
29.	Identifies predator losses	3.36
30.	Determines when and what supplemental feed must be fed	3.35
31.	Determine range quality and quantity	3.34
32.	Determines ratio of rams per 100 ewes	3.31
33.	Identifies symptoms of common diseases	3.30
34.	Shoots various predators	3.29
35.	Removes incompatible sheep from flock	3.29
36.	Identifies symptoms of common parasites	3.27
37.	Plans efficient utilization of and layout of pens and shelters	3.26
38.	Determines cleaning and sanitation requirements for the operation	3.26
39.	Observes employee compliance to safety precautions	3.26
40.	Distributes salt and mineral blocks	3.24
41.	Weighs sheep	3.24
42.	Determines the best type of feeding program	3.24

Competencies (Ranch Foreman)	Mean Score
43. Paint brands	3.23
44. Feeds grazing sheep supplemental rations	3.22
45. Maintains equipment maintenance and repair records	3.22
46. Constructs or repairs permanent fences	3.22
47. Estimates weight of lambs	3.22
48. Grafts orphan lambs	3.20
49. Assists lambs in first nursing	3.17
50. Revives chilled lambs	3.17
51. Interprets labels on medication	3.17
52. Guards flock against predators	3.17
53. Vaccinates sheep	3.17
54. Catches mature sheep with hands or crook	3.17
55. Identifies feeds	3.15
56. Trims feet	3.14
57. Identifies injuries on sheep	3.14
58. Constructs or repairs temporary fences	3.14
59. Checks ewes' milk supply	3.13
60. Determines when to shear sheep	3.12
61. Prevents common diseases and parasites	3.08
62. Determines when to rotate pastures to control diseases and parasites	3.08
63. Determines safety precautions to be observed	3.08
64. Constructs or repairs feed racks, bunks, troughs, etc.	3.08
65. Determines when to use professional services	3.08
66. Determines equipment needed for feeding	3.07
67. Cleans and fills waterers	3.05
68. Marks, notches, tags, or tattoos ears	3.05
69. Determines when to start and stop breeding season	3.05
70. Removes and disposes of dead lambs	3.03
71. Cares for orphan lambs	3.03
72. Inspects sheep for defects	3.03
73. Identifies due dates of pregnant ewes	3.03
74. Buys parts and supplies for machinery	3.03
75. Sorts lambs by weight and grade	3.03
76. Balances rations for lambs on feed	3.03
77. Keeps records of health, individual prevention, treatment and death	3.03
78. Administers artificial respiration to newborn lambs	3.00
79. Feeds lambs	3.00
80. Worms sheep	3.00
81. Identifies nutrient deficiencies in sheep	2.98
82. Classifies or grades sheep for marketing	2.97
83. Determines when to move camp	2.97
84. Judges prospective employee qualifications	2.97
85. Prepares carriers for hauling sheep	2.97
86. Identifies harmful or poisonous plants	2.97
87. Keeps personnel records such as days worked	2.97

Competencies (Ranch Foreman)		Mean Score
88.	Selects and purchases drugs and veterinary supplies	2.97
89.	Arranges for transportation of sheep	2.95
90.	Develops bill of materials	2.94
91.	Develops a maintenance schedule for vehicles and equipment	2.94
92.	Controls weeds or non-forage plants in pasture or rangeland	2.93
93.	Restrains mature sheep	2.93
94.	Determines transportation needs	2.92
95.	Paints newborn lamb's navel with iodine	2.91
96.	Flushes ewes and rams	2.90
97.	Maintains breeding records	2.90
98.	Buys supplies and materials	2.89
99.	Instructs employees on safe use of hand and power tools	2.89
100.	Identifies various breeds	2.88
101.	Interprets feed tags and labels	2.87
102.	Informs employees of benefits and responsibilities under regulatory laws	2.87
103.	Constructs or repairs and hangs gates and doors	2.87
104.	Develops a predator control program based on habits and life cycles of various predators	2.86
105.	Plans the efficient utilization of all available resources, such as water, timber, rangeland	2.84
106.	Drenches sheep	2.83
107.	Identifies points or traits which breed associations discriminate against	2.83
108.	Milks ewes	2.83
109.	Replaces valves in water systems	2.81
110.	Isolates ewes for lambing	2.81
111.	Stores pesticides, vaccines, and medications	2.81
112.	Develops a vaccination program	2.81
113.	Weans lambs	2.81
114.	Checks rams for epididymitis	2.80
115.	Interprets feed analysis reports	2.80
116.	Determines relative nutrient value of feedstuffs	2.80
117.	Determines nutrient requirements	2.80
118.	Regulates temperature in lambing quarters	2.78
119.	Buys feed at the best price	2.78
120.	Operates a feed truck	2.78
121.	Operates a truck loaded with sheep	2.78
122.	Inspects equipment for operating defects	2.78
123.	Beds down pregnant ewes	2.77
124.	Isolates sheep with transmissible diseases	2.77
125.	Develops employees' training programs	2.76
126.	Tends flock grazing on pasture or range	2.76
127.	Determines amounts of medication or materials needed in specific situations	2.76
128.	Operates a tractor	2.75
129.	Identifies and corrects sanitation problems	2.74

Competencies (Ranch Foreman)	Mean Score
130. Properly uses baits and poisons	2.73
131. Adds coolant to cooling systems	2.72
132. Pills sheep	2.72
133. Greases and oils equipment	2.72
134. Hauls wool to market	2.71
135. Maintains production records	2.71
136. Keeps purchase and sales records	2.71
137. Loads or unloads bales of hay or bedding	2.71
138. Reads and interprets operator's manual or assembly diagram	2.69
139. Determines when lambs may be started on roughage and grain	2.68
140. Provide camp with food and other necessities	2.68
141. Reads and interprets instructions on power tool operation	2.68
142. Distributes feed in feed bunks	2.68
143. Identifies tools	2.66
144. Determines which regulatory laws concerning employees, apply to the operations	2.66
145. Hires and fires employees	2.66
146. Buys groceries for herders and lambing camp help	2.64
147. Selects and purchases desirable breeding stock	2.64
148. Cleans newborn lambs	2.63
149. Constructs lambing jugs (pens)	2.62
150. Uses hand tools safely	2.61
151. Removes afterbirth	2.61
152. Positions truck for loading feed	2.61
153. Calculates shrinkage of sheep and wool	2.60
154. Replaces fuses	2.60
155. Treats nicked or cut sheep	2.60
156. Selects and purchases desirable lambs	2.58
157. Supervises sheep shearing crew	2.58
158. Determines when to market sheep	2.58
159. Works sheep dogs	2.57
160. Inflates tires	2.57
161. Interprets market reports	2.57
162. Calculates feed efficiency	2.56
163. Tags ewes prior to lambing or breeding	2.56
164. Disposes of predator carcasses	2.55
165. Sets traps	2.55
166. Tends flock on trail or highway	2.55
167. Repairs faucets	2.54
168. Cares for horses	2.52
169. Moves camp or determines when to move camp	2.52
170. Uses power tools safely	2.52
171. Installs and adjusts belts or chains	2.51
172. Changes oil and oil filters	2.50

SHEEP RANCH HAND

Fence construction and repair skills are important beginning skills for the Ranch Hand.

JOB DESCRIPTION: The Sheep Ranch Hand is involved in a wide variety of farm and ranch chores. He is important in all operations where labor is important, especially during lambing season. He operates and maintains trucks and tractors and performs many routine feeding chores. He builds fences and constructs small farm and ranch projects such as feed racks and gates, using hand and power tools. He herds sheep and must control predators. He performs many health related chores including such tasks as castrating and docking. Other titles: Farm Hand ,Hired Hand.

SHEEP RANCH HAND

N = 37

Competencies		Mean Score
1.	Shoots predators	3.33
2.	Constructs or repairs permanent fences	3.32
3.	Feeds sheep	3.24
4.	Constructs or repairs feed racks, bunks, troughs,etc.	3.22
5.	Constructs and repairs temporary fences	3.21
6.	Assists lambs in first nursing	3.21
7.	Assists ewes in lambing	3.15
8.	Checks ewes' milk supply	3.15
9.	Uses hand tools safely	3.14
10.	Uses power tools safely	3.14
11.	Assists with abnormal births	3.13
12.	Catches mature sheep with hands or crook	3.12
13.	Grafts orphan lambs	3.10
14.	Revives chilled lambs	3.10
15.	Identifies injuries on sheep	3.09
16.	Loads sheep	3.08
17.	Cleans and fills waterers	3.03
18.	Guards flock against predators	3.03
19.	Identifies signs of approaching birth	3.03
20.	Identifies spoiled feed	3.00
21.	Cares for orphan lambs	2.97
22.	Removes and disposes of lambs	2.97
23.	Inflates tires	2.97
24.	Cleans tools	2.97
25.	Greases and oils equipment	2.95
26.	Identifies symptoms of common diseases	2.95
27.	Docks lambs	2.95
28.	Operates a feed truck	2.92
29.	Loads or unloads bales of hay or bedding	2.91
30.	Operates a tractor	2.90
31.	Positions truck for loading feed	2.90
32.	Counts sheep	2.89
33.	Identifies tools	2.89
34.	Identifies feeds	2.88
35.	Paint brands	2.88
36.	Changes oil and oil filters	2.87
37.	Inspects equipment for operating defects	2.87
38.	Reads and interprets instructions on power tool operation	2.86
39.	Adds coolant to cooling system	2.85
40.	Treats nicked or cut sheep	2.84
41.	Breaks up minerals and salt in mineral troughs or boxes	2.82
42.	Milks ewes	2.82
43.	Distributes feed in feed bunks	2.82

Competencies (Sheep Ranch Hand)		Mean Score
44.	Identifies common parasite symptoms	2.80
45.	Identifies hardware	2.80
46.	Constructs or repairs and hangs gates and doors	2.79
47.	Installs and adjusts belts or chains	2.79
48.	Sorts sheep according to size, weight, sex, and condition	2.78
49.	Castrates lambs	2.78
50.	Cleans debris and dirt from vehicles	2.77
51.	Determines proper amount to feed various sheep	2.77
52.	Restrains mature sheep	2.75
53.	Sharpens tools	2.75
54.	Marks notches, tags, or tattoos sheep	2.74
55.	Vaccinates sheep	2.73
56.	Reads and interprets operators manual or assembly diagrams	2.72
57.	Services fuel strainers, fuel filter and sediment bowl	2.71
58.	Keeps predator records and other death losses	2.69
59.	Removes manure from quarters or pens	2.68
60.	Operates a truck loaded with sheep	2.67
61.	Installs and services batteries	2.66
62.	Replaces fuses	2.66
63.	Determines condition of teeth	2.65
64.	Tends flock on trail or highway	2.65
65.	Adjusts power tools	2.64
66.	Trims feet	2.64
67.	Identifies poisonous plants	2.62
68.	Isolates sheep with transmissible diseases	2.61
69.	Constructs lambing pens (jugs)	2.61
70.	Prepares equipment for storage	2.61
71.	Worms sheep	2.59
72.	Stores feed crops	2.59
73.	Controls weeds or non-forage plants in pasture or rangeland	2.56
74.	Replaces radiator hoses	2.55
75.	Removes equipment from storage	2.55
76.	Drenches sheep	2.55
77.	Beds down pregnant ewes	2.54
78.	Works sheep dogs	2.53
79.	Services air cleaners	2.51
80.	Weans lambs	2.50
81.	Replaces valves in water systems	2.50
82.	Pills sheep	2.50
83.	Inspects sheep for defects	2.50

SHEEP HERDER

Predator related skills are essential for beginning sheep herders. These two herders are attempting to determine the cause of this lamb's death.

JOB DESCRIPTION: The Sheep Herder tends a flock of sheep grazing on range or pasture. He is very active with breeding and lambing chores and keeps minor records. Providing the flock with feed, performing many technical tasks such as castrating and docking, and some fence construction and repair are all tasks performed by the Herder. He operates some machinery when necessary. Other titles: Shepherd, Sheepman, Mutton Puncher, Herder and Herdsman.

SHEEP HERDER

N = 33

Competencies		Mean Score
1.	Guards flock against predators	3.71
2.	Identifies predator losses	3.63
3.	Shoots various predators	3.51
4.	Assists in lambing	3.46
5.	Grafts orphan lambs	3.46
6.	Feeds sheep supplemental feed	3.43
7.	Identifies injuries on sheep	3.42
8.	Revives chilled lambs	3.41
9.	Distributes salts and minerals	3.40
10.	Assists lambs in first nursing	3.39
11.	Maintains record of predator and other death losses	3.37
12.	Identifies signs of approaching birth	3.30
13.	Tends flock on trail or highway	3.29
14.	Determines condition of flock	3.27
15.	Observes flock for problem cases	3.26
16.	Administers medication to sick sheep	3.24
17.	Catches mature sheep with hands or crooks	3.23
18.	Tends flock grazing on pasture or range	3.23
19.	Cares for orphan lambs	3.21
20.	Cleans and fills waterers	3.20
21.	Constructs or repairs permanent fences	3.18
22.	Identifies symptoms of common parasites	3.18
23.	Identifies symptoms of common diseases	3.18
24.	Searches, locates and returns stray sheep	3.18
25.	Constructs or repairs temporary fences	3.15
26.	Isolates sheep with transmissible disease	3.13
27.	Interprets labels on medications, drugs, and pesticide containers	3.12
28.	Paints brands on sheep	3.09
29.	Identifies defects in sheep	3.09
30.	Turns rams in with ewes	3.09
31.	Identifies poisonous plants	3.09
32.	Checks ewes milk supply	3.09
33.	Docks lambs	3.06
34.	Castrates lambs	3.00
35.	Maintains record of ammunition and other supplies needed	3.00
36.	Removes or buries dead animals	3.00
37.	Works sheep dogs	2.97
38.	Removes rams from ewe flock	2.97
39.	Uses power tools safely	2.94
40.	Selects bedding ground for overnight stay	2.94
41.	Removes incompatible sheep from flock	2.94
42.	Determines condition of teeth	2.91
43.	Assists in sorting sheep according to size, weight, sex, and condition	2.91

(Sheep Herder)

Competencies		Mean Score
44.	Assists in shearing sheep	2.91
45.	Uses hand tools safely	2.91
46.	Milks ewes	2.91
47.	Stores pesticides, vaccines, and medications	2.91
48.	Vaccinates sheep	2.91
49.	Properly uses baits and poisons	2.89
50.	Marks, notches, tags, or tatoos ears	2.88
51.	Treats nicked or cut sheep	2.85
52.	Worms sheep	2.85
53.	Determines when to supplement feed	2.83
54.	Determines range quality and quantity	2.83
55.	Disposes of predator carcasses	2.80
56.	Identifies nutrient deficiencies in sheep	2.79
57.	Determines amounts of medication or materials needed in specific situations	2.79
58.	Assists in spraying sheep	2.79
59.	Operates a truck	2.76
60.	Drenches sheep	2.76
61.	Trims feet	2.74
62.	Keeps personal records (such as days worked)	2.74
63.	Assists in culling ewes	2.74
64.	Pills sheep	2.74
65.	Beds down pregnant ewes	2.69
66.	Trains sheep dogs	2.66
67.	Sets traps	2.66
68.	Operates a tractor	2.64
69.	Restrains mature sheep	2.59
70.	Greases and oils equipment	2.55
71.	Weans lambs	2.54

CAMP TENDER

The Camp Tender delivers water, salt, food and supplies to the sheep herder.

JOB DESCRIPTION: The Camp Tender supervises workers engaged in tending bands of sheep on range or pasture and keeps them supplied with food and other necessities. He performs many technical management tasks including evaluating the conditions of the sheep and the range. He keeps some minor records. Other titles: Camp Jack.

CAMP TENDER

N = 39

Competencies		Mean Score
1.	Shoots predators	3.47
2.	Evaluates condition of sheep	3.47
3.	Moves camp	3.30
4.	Transports feed, salt, and water to camp	3.19
5.	Drives truck	3.28
6.	Evaluates condition of range	3.26
7.	Treats sheep for common ailments	3.22
8.	Guards flock against predators	3.22
9.	Assists in herding band to new location	3.13
10.	Determines when to move to another location	3.03
11.	Observes employee safety compliance to safety precautions	3.00
12.	Distributes salt and mineral blocks	2.97
13.	Maintains storage of supplies and feed needed by sheep herders	2.94
14.	Determines carrying capacity	2.88
15.	Plans effective labor use of equipment and labor	2.84
16.	Develops harmonious relationships with employees	2.81
17.	Delivers mail	2.78
18.	Sets traps	2.77
19.	Keeps records of supplies purchased, on hand, and consumed	2.75
20.	Cares for horses	2.75
21.	Designates area to be grazed by each sheep herder	2.75
22.	Purchases salt and supplemental feed for range sheep	2.74
23.	Suggests to workers improvements in methods of accomplishing work	2.72
24.	Determines transportation needs	2.71
25.	Herds sheep	2.61
26.	Keeps personnel records	2.61
27.	Plans work schedules	2.59
28.	Purchases food, fuel, ammunition and supplies for sheep herders	2.58
29.	Keeps personal records (such as days worked)	2.55
30.	Trains employees	2.53

LAMBER

The Lamber must perform many tasks related to lambing and the care of orphan lambs.

JOB DESCRIPTION: The Lamber assists ewes when lambs are born and tends to their needs. He observes ewes closely to determine when they will deliver and renders assistance during birth as required. He performs many technical management tasks as well as routine chores during lambing season. He may be a seasonal employee.

LAMBER

N = 36

Competencies		Mean Score
1.	Assists ewes in lambing	3.71
2.	Check ewes' milk supply	3.55
3.	Identifies signs of approaching birth	3.51
4.	Keeps twinning records	3.44
5.	Grafts orphan lambs	3.41
6.	Revives chilled lambs	3.38
7.	Moves lambs out of lambing area to join grazing mothers	3.37
8.	Catches mature sheep with hands or crook	3.35
9.	Assists lambs in first nursing	3.35
10.	Cleans and fills waterers	3.27
11.	Feeds sheep	3.21
12.	Cares for orphan lambs	3.21
13.	Guards flock against predators	3.17
14.	Removes and disposes of dead lambs	3.12
15.	Paints brands	3.03
16.	Docks lambs	3.03
17.	Vaccinates lambs and/or ewes	2.94
18.	Administers artificial respiration to newborn lambs	2.86
19.	Castrates lambs	2.86
20.	Repairs gates	2.83
21.	Repairs fences	2.80
22.	Keeps daily record of ewes lambing	2.79
23.	Constructs temporary fences	2.77
24.	Paints newborn lamb's nav l with iodine	2.77
25.	Keeps daily record of death losses	2.77
26.	Marks notches, tags or tattoos	2.74
27.	Milks ewes	2.71
28.	Assists in herding flock	2.63
29.	Constructs jugs	2.63
30.	Beds down pregnant ewes	2.53

LAMB FEEDER

The Lamb Feeder makes many management decisions, including all aspects of the feeding program.

JOB DESCRIPTION: The Lamb Feeder feeds lambs for market in a confined feedlot environment. He is the individual who is responsible for the success or failure of the feedlot operation and makes all critical management decisions. These decisions include those in marketing, feed production, feeding, shearing, and the health program. He keeps records and supervises all labor and operations on the feedlot. He constructs facilities and equipment using hand and power tools. He operates and maintains power machinery and equipment. He may perform legislative and service activities.

LAMB FEEDER

N = 48

Competencies		Mean Score	*
1.	Keeps financial records	3.66	
2.	Develops a vaccination program	3.66	
3.	Keeps purchase and sales records	3.63	
4.	Balances rations for lambs on feed	3.62	
5.	Determines when to market lambs	3.60	
6.	Isolates sheep with transmissible diseases	3.60	B
7.	Develops and balances rations	3.58	
8.	Determines where to market lambs	3.58	B
9.	Plans efficient utilization of feed, water, and storage facilites	3.58	
10.	Determines the best type of feeding program	3.58	
11.	Determines condition of a pen of lambs	3.56	
12.	Determines rate of gain	3.54	
13.	Properly loads lambs	3.54	
14.	Identifies symptoms of common diseases	3.52	B
15.	Identifies symptoms of common parasites	3.52	
16.	Identifies nutrient deficiencies in lambs	3.52	
17.	Identifies spoiled feed	3.51	
18.	Supervises the total health program	3.50	
19.	Determines nutrient requirements	3.50	
20.	Determines proper amounts to feed various pens of lambs	3.50	
21.	Calculates feed efficiency	3.50	B
22.	Keeps records of vaccinations, disease treatment and death losses	3.48	
23.	Determines relative nutrient value of feedstuffs	3.48	
24.	Uses scales and records weights of crops, feed or sheep	3.47	
25.	Keeps livestock and equipment inventories	3.47	
26.	Prevents common diseases and parasites	3.47	
27.	Determines water requirements for lambs	3.46	
28.	Calculates cost of rations	3.46	
29.	Selects and purchases lambs	3.46	
30.	Sets up and maintains record keeping systems	3.44	
31.	Inspects sheep for defects	3.42	B
32.	Interprets labels on medication, drugs, and pesticide containers	3.42	
33.	Properly stores wool	3.42	
34.	Establishes good relations with packer	3.42	
35.	Plans the efficient utilization of all available resources	3.42	
36.	Determines cleaning and sanitation requirements for the operation	3.42	
37.	Determines equipment needed to feed lambs	3.40	
38.	Maintains production records	3.40	

* A = East/West differences existed
B = Large/small feeder differences existed

Competencies (Lamb Feeder)		Mean Scores	*
39.	Removes or buries dead animals	3.40	
40.	Interprets feed tags and labels	3.40	
41.	Interprets feed analysis reports	3.40	
42.	Buys feed	3.40	A
43.	Determines when to use professional services	3.40	
44.	Insures timeliness of all operations	3.40	
45.	Determines amounts of medication or materials needed in specific situations	3.38	
46.	Sorts lambs by weight and grade	3.38	B
47.	Identifies and corrects sanitation problems	3.38	
48.	Determines efficiency of production	3.38	
49.	Distributes salt and minerals	3.38	A
50.	Weighs lambs	3.38	B
51.	Classifies or grades lambs for marketing	3.38	B
52.	Evaluates influence of market grade on net return	3.38	
53.	Vaccinates sheep	3.36	
54.	Keeps records of feed fed	3.36	
55.	Worms sheep	3.36	
56.	Cleans and fills waterers	3.35	A
57.	Interprets market reports	3.35	
58.	Plans the efficient utilization and layout of pens and shelters	3.34	B
59.	Determines when to shear sheep	3.33	
60.	Estimates weight of lambs	3.33	B
61.	Selects and purchases drugs and veterinary supplies	3.33	
62.	Arranges for transportation	3.31	B
63.	Hires and fires employees	3.30	
64.	Supplies medication through feed and water	3.29	B
65.	Contracts with wool shearing firm	3.29	
66.	Determines marketing costs	3.27	
67.	Identifies feeds	3.26	
68.	Stores pesticides, vaccines, and medications	3.25	A
69.	Determines labor needed and prepares for peak work loads	3.24	
70.	Calculates return on wool	3.23	
71.	Feeds lambs	3.23	A
72.	Calculates shrinkage of lambs and wool	3.23	B
73.	Isolates newly purchased animals	3.22	
74.	Drenches sheep	3.21	
75.	Determines transportation needs	3.21	B
76.	Determines long and short term goals of the operation	3.21	
77.	Trains employees	3.19	
78.	Plans effective use of equipment	3.19	
79.	Purchases materials	3.17	A,B
80.	Identifies defects	3.17	

* A = East/West differences existed
B = Large/small feeder differences existed

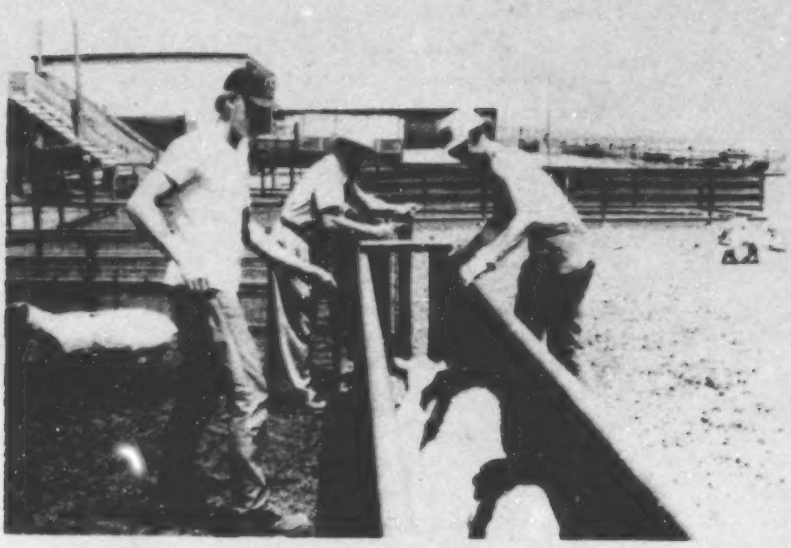
	(Lamb Feeder) Competencies	Mean Score	*
81.	Keeps records of pens fed	3.17	
82.	Calculates the cost of various health programs	3.17	
83.	Determines which breed(s) or type of lambs are best suited to the local situation	3.17	
84.	Buys supplies	3.15	A
85.	Develops harmonious relationships with workers		
86.	Suggests to workers improvements in methods of accomplishing work	3.13	
87.	Determines the costs of construction and repairs	3.11	B
88.	Observes employee compliance to safety precautions	3.11	
89.	Plans work schedules	3.11	
90.	Selects a wool market	3.10	
91.	Judges prospective employee qualifications	3.09	
92.	Keeps record of costs involved in disease and injury prevention and treatment	3.09	
93.	Determines the value of land to rent or buy	3.08	
94.	Calculates dressing percent	3.06	B
95.	Operates scales and records weights of feed	3.04	
96.	Buys farm equipment and machinery	3.04	
97.	Negotiates specific arrangements with employees as to wages, hours, fringe benefits, etc.	3.02	A
98.	Develops a maintenance schedule for vehicles and equipment	3.02	B
99.	Reads and interprets operator's manual or assembly diagrams	3.00	
100.	Removes manure from quarters or pens	3.00	
101.	Determines safety precautions to be observed	3.00	
102.	Develops a bill of materials (construction)	3.00	B
103.	Assigns workers according to skills and interests	2.98	
104.	Inspects equipment for operating defects	2.96	
105.	Pills sheep	2.96	
106.	Develops bill of materials (marketing)	2.96	
107.	Keeps personal records	2.94	
108.	Identifies poisonous plants	2.94	B
109.	Purchases parts and supplies for equipment	2.92	
110.	Distributes feed in feed bunks	2.89	
111.	Determines net worth of the operation	2.89	
112.	Assists accountant in preparing tax return	2.89	
113.	Greases and oils equipment	2.85	
114.	Prepares carriers for hauling lambs	2.85	
115.	Disinfects building and equipment	2.84	
116.	Identifies hardware	2.83	
117.	Plans the insurance program for the operation	2.83	
118.	Figures depreciation	2.83	
119.	Keeps personnel records	2.83	
120.	Determines which regulatory laws concerning employees, apply to the operation	2.82	
121.	Maintains equipment maintenance and repair records	2.81	
122.	Constructs or repairs permanent fences	2.80	

* A - East/West differences existed
B - Large/small feeder differences existed

Competencies (Lamb Feeder)	Mean Score	*
123. Treats nicked or cut sheep	2.80	
124. Supervises shearing crew	2.79	
125. Constructs or repairs feeders, bunks, troughs, etc.	2.79	
126. Operates a feed truck	2.79	
127. Installs and adjusts belts or chains	2.77	
128. Repairs electrical cords and broken wires	2.77	
129. Constructs or repairs temporary fences	2.77	
130. Replaces valves in water system	2.76	
131. Adds coolant to cooling systems	2.75	
132. Mixes feed	2.75	
133. Constructs or repairs and hangs gates and doors	2.75	
134. Informs employees of benefits and responsibilities under regulatory laws	2.73	
135. Changes oil and oil filters	2.73	
136. Reads and interprets instructions on power tool operation	2.72	
137. Inflates tires	2.71	
138. Operates a tractor	2.70	
139. Develops worker's training programs	2.70	
140. Loads or unloads bales of hay or bedding	2.69	
141. Repairs leaks in roof of buildings	2.66	
142. Develops a working drawing of a structure to be built	2.66	
143. Positions truck for loading feed	2.66	
144. Cleans tools	2.66	
145. Identifies breeds	2.66	
146. Repairs faucets	2.65	
147. Replaces fuses	2.65	
148. Executes responsibility for payroll and withholding	2.65	
149. Spreads manure	2.65	
150. Services air cleaners	2.64	
151. Uses power tools	2.64	
152. Prepares a budget	2.63	
153. Services fuel strainer, fuel filter and sediment bowl	2.62	
154. Identifies tools	2.62	B
155. Replaces water pipe	2.61	
156. Takes temperature	2.61	
157. Makes worm egg counts	2.61	
158. Replaces belts and pulleys	2.60	
159. Prepares equipment for storage	2.60	
160. Adjusts power tools	2.60	
161. Cleans debris and dirt from vehicle	2.58	
162. Reads and interprets blueprints	2.57	A,B
163. Removes equipment from storage	2.51	
164. Identifies body parts	2.51	

* A = East/West differences existed
B = Large/small feeder differences existed

FEEDLOT FOREMAN



The Feedlot Foreman is supervising other Feedlot workers as they sort market lambs.

JOB DESCRIPTION: The Feedlot Foreman supervises and coordinates the activities of workers engaged in feeding and caring for lambs on feed. He makes many management decisions, and is responsible for the feeding and the health program. He keeps various records and is involved in several marketing activities, including some judging and selection. He supervises and assists in the construction and repair of pens, shelters, and other feedlot facilities. He operates, repairs, and maintains various pieces of equipment and machinery.

FEEDLOT FOREMAN

N = 44

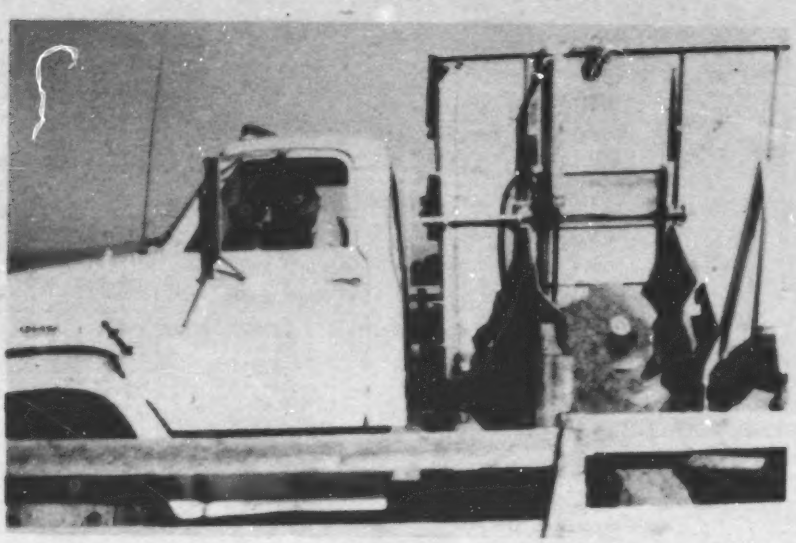
Competencies		Mean Score
1.	Insures timeliness of all operations	3.49
2.	Identifies spoiled feed	3.49
3.	Determines proper amounts to feed various pens of lambs	3.47
4.	Identifies symptoms of common diseases	3.46
5.	Plans work schedules	3.44
6.	Determines labor needed and prepares for peak work loads	3.44
7.	Identifies symptoms of common parasites	3.44
8.	Determines condition of a pen of lambs	3.42
9.	Uses scales and records weights	3.42
10.	Suggests to workers improvements in methods of accomplishing work	3.42
11.	Develop harmonious relationships with workers	3.38
12.	Observes employee compliance to safety precautions	3.37
13.	Keeps health records	3.36
14.	Determines when to use professional services	3.36
15.	Assigns workers according to skills and interests	3.35
16.	Prevents common diseases and parasites	3.34
17.	Identifies injuries on sheep	3.34
18.	Isolate sheep with transmissible diseases	3.33
19.	Interprets labels on medication, drugs and pesticide containers	3.31
20.	Plans efficient utilization of feed, water, and storage facilities	3.26
21.	Trains employees	3.26
22.	Sorts lambs according to size, weight, sex, and condition	3.26
23.	Isolates newly purchased animals	3.21
24.	Weigh lambs	3.21
25.	Properly loads lambs	3.19
26.	Determines amounts of medication or materials needed in specific situations	3.18
27.	Identifies nutrient deficiencies in lambs	3.17
28.	Judges prospective employee qualifications	3.17
29.	Plans effective use of equipment	3.16
30.	Inspects sheep for defects	3.15
31.	Identifies and corrects sanitation problems	3.14
32.	Determines safety precautions to be observed	3.14
33.	Plans the efficient utilization of and layout of pens and shelters	3.14
34.	Develops workers' training programs	3.14
35.	Keeps feed records	3.14
36.	Estimates weight of lambs	3.12
37.	Identifies feeds	3.09
38.	Feeds lambs	3.07
39.	Vaccinates sheep	3.07
40.	Distributes salt and minerals	3.07
41.	Develops a vaccination program	3.05

Competencies (Feedlot Foreman)		Mean Score
42.	Plans the efficient utilization of all available resources	3.05
43.	Inspects equipment for operating defects	3.05
44.	Sorts lambs by weight and grade	3.05
45.	Keeps record of costs involved in disease and injury prevention and treatment	3.05
46.	Maintains equipment maintenance and repair records	3.05
47.	Operates scales and records weights of feed	3.02
48.	Determines equipment needed to feed lambs	3.00
49.	Determines rate of gain	2.95
50.	Reads and interprets instructions on power tool operation	2.95
51.	Supervises the total health program	2.95
52.	Stores pesticides, vaccines, and medications	2.95
53.	Worms sheep	2.95
54.	Supplies medication through feed and water	2.95
55.	Classifies or grades lambs for marketing	2.93
56.	Develops a maintenance schedule for vehicles and equipment	2.93
57.	Identifies hardware	2.93
58.	Drenches sheep	2.93
59.	Reads and interprets operator's manual or assembly diagrams	2.93
60.	Develops and balances rations	2.91
61.	Operates a tractor	2.91
62.	Informs employees of benefits and responsibilites under regulatory laws	2.91
63.	Identifies tools	2.88
64.	Keeps personnel records	2.88
65.	Uses power tools	2.86
66.	Keeps livestock and equipment records	2.84
67.	Adjusts power tools	2.84
68.	Maintains production records	2.83
69.	Determines nutrient requirements	2.83
70.	Interprets feed tags and labels	2.83
71.	Determines efficiency of production	2.83
72.	Cleans tools	2.81
73.	Cleans and fills waterers	2.81
74.	Constructs or repairs feeders, bunks, troughs, etc.	2.81
75.	Removes or buries dead animals	2.81
76.	Constructs or repairs temporary fences	2.81
77.	Selects and purchases drugs and other veterinary supplies	2.81
78.	Calculates feed efficiency	2.79
79.	Interprets feed analysis reports	2.79
80.	Constructs or repairs permanent fences	2.78
81.	Constructs or repairs and hangs gates and doors	2.78
82.	Maintains personal records	2.77
83.	Calculates cost of rations	2.77
84.	Treats nicked or cut sheep	2.76
85.	Determines relative nutrient value of feedstuffs	2.76
86.	Buys supplies	2.74

(Feedlot Foreman)

Competencies		Mean Score
87.	Pills sheep	2.74
88.	Purchases parts and supplies for equipment	2.74
89.	Replaces valves in water system	2.73
90.	Keeps purchases and sales records	2.72
91.	Sharpens tools	2.72
92.	Classifies feeds	2.72
93.	Determines transportation needs	2.71
94.	Greases and oils equipment	2.71
95.	Replaces fuses	2.71
96.	Selects and purchases drugs	2.70
97.	Distributes feed in feed bunks	2.67
98.	Mixes feed	2.67
99.	Adds coolant to cooling systems	2.67
100.	Disinfects buildings and equipment	2.64
101.	Repairs faucets	2.61
102.	Operates a feed truck	2.61
103.	Positions truck for loading feed	2.60
104.	Identifies body parts	2.58
105.	Determines which breed(s) or type of lambs are best suited to the local situation	2.56
106.	Inflates tires	2.52
107.	Identifies breeds	2.51
108.	Cleans debris and dirt from vehicles	2.50
109.	Installs and adusts belts or chains	2.50
110.	Changes oil and oil filters	2.50

FEEDLOT LABORER



The Feedlot Laborer must be able to drive a feed truck and distribute feed to the lambs.

JOB DESCRIPTION: The Feedlot Laborer performs many of the common chores necessary in the feeding of lambs including feeding, feed production, and construction and repair of fences, gates and other structures. He is essential in all operations where labor is critical and operates and maintains machinery and vehicles. He maintains and uses various hand power tools and assists with the health program. Other titles: Hired Hand.

FEEDLOT LABORER
N = 39

Competencies		Mean Score
1.	Cleans and fills waterers	3.56
2.	Adds coolant to cooling systems	3.49
3.	Feeds lambs	3.46
4.	Inflates tires	3.46
5.	Identifies spoiled feeds	3.44
6.	Distributes feed in bunks	3.43
7.	Positions truck for loading feed	3.41
8.	Operates a feed truck	3.41
9.	Constructs or repairs permanent fences	3.39
10.	Constructs or repairs and hangs gates and doors	3.39
11.	Constructs or repairs feeders, bunks, troughs, etc.	3.39
12.	Cleans debris and dirt from vehicles	3.38
13.	Greases and oils equipment	3.38
14.	Constructs or repairs temporary fences	3.36
15.	Loads lambs	3.35
16.	Distributes salt and minerals	3.34
17.	Replaces fuses	3.33
18.	Loads or unloads bales of hay or bedding	3.33
19.	Operates a tractor	3.32
20.	Removes or buries dead lambs	3.31
21.	Changes oil and filters	3.30
22.	Installs and adjusts belts or chains	3.2
23.	Inspects equipment for operating defects	3.25
24.	Replaces valves in water system	3.23
25.	Mixes feed	3.23
26.	Installs and services battery	3.22
27.	Operates scales and records weights of feed	3.22
28.	Identifies tools	3.21
29.	Prepares equipment for storage	3.19
30.	Removes manure from pens	3.18
31.	Cleans tools	3.18
32.	Replaces belts and pulleys	3.18
33.	Vaccinates lambs	3.18
34.	Removes equipment from storage	3.16
35.	Uses power tools	3.15
36.	Services air cleaners	3.14
37.	Repairs leaks in roof of buildings	3.13
38.	Reads and interprets instructions on power tool operation	3.13
39.	Identifies hardware	3.11
40.	Breaks up mineral or salt in mineral troughs or boxes	3.10
41.	Adjusts power tools	3.10
42.	Repairs faucets	3.10
43.	Services fuel strainer, fuel filter, and sediment bowl	3.05
44.	Replaces radiator hoses	3.05

Competencies (Feedlot Laborer)		Mean Score
45.	Identifies feeds	3.05
46.	Loads or unloads silage	3.03
47.	Isolates lambs with transmissible diseases	3.03
48.	Reads and interprets operator's manual or assembly diagrams	3.00
49.	Disinfects buildings and equipment	2.97
50.	Replaces and adjusts spark plugs	2.95
51.	Treats nicked or cut lambs	2.92
52.	Repairs electrical cords and broken wires	2.92
53.	Sharpens tools	2.90
54.	Spreads manure	2.90
55.	Identifies symptoms of common diseases	2.87
56.	Stores pesticides, vaccines, and medications	2.87
57.	Pills lambs	2.82
58.	Supplies medication through feed and water	2.74
59.	Determines proper amounts to feed various pens of lambs	2.71
60.	Identifies symptoms of common parasites	2.69
61.	Harvests feed crops	2.69
62.	Prepares carriers for hauling	2.68
63.	Cultivates feed crops	2.62
64.	Fertilizes feed crops	2.62
65.	Inspects lambs for defects	2.61
66.	Operates a truck loaded with sheep	2.60
67.	Interprets labels on medication, drugs, and pesticide containers	2.51

CONTRACT SHEEP SHEARER

The Contract Shearer is sharpening clipper blades for his crew members.

JOB DESCRIPTION: The Contract Sheep Shearer contracts with sheep producers to shear their sheep. He and his crew shear the sheep using power driven clippers. The Contract Sheep Shearer supervises the crew and performs several management tasks to insure the efficient use of labor and equipment. He keeps accurate records and purchases supplies and equipment. Other titles: Captain.

CONTRACT SHEEP SHEARER

N = 87

Competencies		Mean Score	*
1.	Shears wool with power driven clippers	3.68	
2.	Cleans and repairs clippers	3.54	
3.	Plans work schedules	3.52	B
4.	Keeps record of number of sheep shorn	3.48	
5.	Determines labor needed and prepares for peak work loads	3.47	
6.	Instructs employees on proper clipper repair techniques	3.46	
7.	Plans effective use of equipment	3.36	
8.	Maintains equipment maintenance and repair records	3.35	
9.	Submits bills to wool growers for shearing services	3.33	
10.	Keeps personal records	3.33	
11.	Sets up and tests power clipper unit and other equipment for shearing	3.30	
12.	Sets up and maintains financial record keeping systems	3.30	
13.	Develops harmonious relationships with workers	3.29	
14.	Purchases supplies	3.28	
15.	Replaces belts and pulleys	3.27	
16.	Negotiates contracts with wool growers	3.26	
17.	Repairs clipper power generating unit	3.25	
18.	Purchases clippers and other shearing equipment and supplies	3.24	
19.	Supervises sheep shearing crew	3.22	
20.	Insures even flow of sheep to each shearer	3.19	
21.	Suggests to workers improvements in methods of accomplishing work	3.18	
22.	Hires and fires employees	3.15	
23.	Assists in herding sheep up to shearing area	3.14	A
24.	Trains employees	3.13	
25.	Inspects and tests clippers and power sources	3.08	B
26.	Observes employee compliance to safety precautions	3.08	
27.	Insures timeliness of all operations	3.08	
28.	Performs first aid on crew members	3.07	
29.	Properly stores wool	3.07	A
30.	Plans transportation needs	3.06	
31.	Keeps personnel records	3.05	
32.	Judges prospective employee qualifications	3.03	
33.	Services vehicles	3.01	
34.	Provides shearers with sharp blades, oil, etc.	2.99	
35.	Negotiates specific arrangements with employees as to wages, hours, fringe benefits, etc.	2.99	
36.	Sacks wool	2.98	
37.	Folds and ties fleece into bundle	2.96	
38.	Repairs metal structures with arc or oxyacetylene welder	2.96	

* A = East/West differences existed
B = Large/small contracter difference existed

(Contract Sheep Shearer)

Competencies		Mean Score	*
39.	Assigns workers according to skills and interests	2.90	
40.	Maintains transportation records	2.88	
41.	Determines long and short term goals for the business	2.87	A
42.	Develops bill of materials	2.85	
43.	Repairs electrical cords and broken wires	2.83	
44.	Herds shorn sheep into runway leading to pen	2.81	
45.	Plans for meals for crew	2.80	
46.	Writes and interprets contracts with wool growers	2.79	
47.	Keep individual performance records for each shearer	2.74	
48.	Assists accountant in preparing tax return	2.71	
49.	Determines which regulatory laws concerning employees, apply to the operation	2.65	
50.	Plans for housing for crew	2.64	B
51.	Ties wool sacks	2.61	
52.	Executes responsibility in payroll and withholding	2.61	
53.	Informs employees of benefits and reponsibilities under regulatory laws	2.57	
54.	Greases and oils equipment	2.53	
55.	Loads wool sacks into truck	2.51	A

* A = East/West differences existed
B = Large/small contracter difference existed

SHEEP SHEARER

This Sheep Shearer is shearing a lamb in a feedlot using a power driven clippers.

JOB DESCRIPTION: The Sheep Shearer shears wool from live sheep using power driven clippers. He maintains, repairs and sharpens his clippers and keeps records of his shearing. He assists in setting up and disassembling the shearing equipment. Other titles: Sheep Clipper, Stock Clipper, Wool Shearer.

Competencies (N = 90)		Mean Score
1.	Shears wool using power driven clippers	3.81
2.	Oils clippers	3.78
3.	Adjusts clipper	3.77
4.	Repairs clippers	3.55
5.	Sharpens clipper blades	3.45
6.	Keeps record of sheep shorn	3.34
7.	Keeps personal records	3.29
8.	Assists in setting up and testing power clipper units and other equipment for shearing	3.24
9.	Assists in disassembling and storing shearing set-up	3.12
10.	Cleans up shearing area	2.83
11.	Doctors nicks and cuts caused from shearing	2.78

FLEECE TIER

This Fleece Tier has bundled and is properly tying the fleece of one ewe.

JOB DESCRIPTION: The Fleece Tier is part of a shearing crew. He bundles and ties the fleece after it is shorn from the sheep. He removes tags and foreign matter and keeps the shearing floor clean. He assists shearers and may sack the wool he has tied.

Competencies	N = 78	Mean Score
1.	Bundles and ties each fleece	3.65
2.	Removes heavy tags, dung locks and badly stained wool from fleece	3.54
3.	Keeps shearing floor clean	3.53
4.	Sacks wool	2.99
5.	Keeps personal records	2.90
6.	Assists in disassembling and storing shearing set-up	2.85
7.	Assists shearers in wrangling sheep	2.85
8.	Assists in setting up shearing equipment	2.82
9.	Ties wool sacks	2.74
10.	Keeps sheep behind curtain	2.67
11.	Herds shorn sheep into runway leading to pens	2.51

WOOL SACKER

After filling the sack with wool, the Wool Sacker must secure the open end of the sack.

JOB DESCRIPTION: The Wool Sacker is part of the sheep shearing crew. His job is to fasten a long sack to a holder, fill the sack with wool, packing it as it is filled. He then removes the sack, sews the end up and identifies the sack. He performs other tasks including clean up, record keeping and gives assistance to the shearers. Other titles: Tromper or Wool Tamper.

Competencies	N = 77	Mean Score
1.	Fastens sack to sack holder	3.71
2.	Removes sack from the holder	3.63
3.	Places tied fleeces into sack	3.57
4.	Sews open end up	3.53
5.	Tramps on fleeces in sack	3.45
6.	Ties ears on sacks	3.35
7.	Places identification information on each sack	3.10
8.	Keeps record of number of sacks filled	2.94
9.	Keeps shearing floor clean	2.73
10.	Keeps personal records	2.67
11.	Operates mechanical packer	2.57
12.	Loads sacks into storage area	2.53

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